

**WELLNESS PROGRAM AGREEMENT
BETWEEN THE IOWA STATE ASSOCIATION OF COUNTIES
AND PARTICIPATING COUNTY**

BACKGROUND

ISAC has demonstrated support for wellness programming for many years by providing financial resources to counties to be used on wellness programming. ISAC is dedicated to providing members every opportunity to become healthier, and to creating a culture of health and wellness in all counties participating in the ISAC Group Health Program. This is why ISAC is offering counties the opportunity to participate in a more robust wellness program, along with the assistance of a health management consultant and incentive program to help them achieve their goals. ISAC is determined to address rising health care costs through effective wellness programming to encourage healthy behavior changes in the employee population.

WORKSITE WELLNESS PLAN

The ISAC enhanced wellness program will include comprehensive consulting services and Online Lifestyle Management programs as well as an incentive program to both counties and policy holders for the plan year of 2011.

POPULATION TO BE SERVICED

The online programs, including the Wellness Assessment, are only available to member employees. Comprehensive consulting may assist county wellness committees in planning and implementing additional programs that can be available to all employees. The \$250 Visa gift card incentive is available to current county employees who are policyholders in the ISAC group health plan (this does not extend to spouses or dependents on the plan or to COBRA or retirees.)

ISAC WILL PROVIDE THE FOLLOWING:

- A dedicated Health Management Consultant to assist in assessment, planning, implementation and evaluation of wellness initiatives. The consultant will also create custom communication and incentive strategies for your county, to improve engagement in wellness programs.
- Online lifestyle management tools to help members better manage their health, including health trackers, nutrition planning, fitness planner and tracker, healthy recipes, forums, smoking cessation, online behavior change programs, and more.
- An on-line Wellness Assessment available for each county health plan participant to take one time during the wellness program year. This includes a personalized report detailing results and addressing risks.
- Printed promotional materials including posters, flyers, payroll stuffers, emails, etc. The consultant will assist in effectively communicating information to employees.
- A \$250 Visa gift card to any current county employee who is a policyholder with the ISAC group health plan and completes an annual physical with their physician and completes the Wellness Assessment in 2011.
- A rate discount beginning July 1, 2012 to any county that meets the criteria listed under “Participating County” and documents their achievement.

FEES

ISAC is assuming all fees associated with the wellness program enhancements, which includes comprehensive consulting and online lifestyle management programs through Wellmark Blue Cross Blue Shield. Participating counties will have no financial obligations associated with this program. Each participating county will continue to receive \$30 per contract per year to use toward approved wellness programs. Counties are encouraged to offer additional financial incentives to participants to increase engagement.

PARTICIPATING COUNTY WILL:

- Schedule one, 1-hour all-employee meeting prior to the Wellness Assessment campaign (March 7, 2011) to educate the employees about the programs, how to use the online services, and overall member experience. The Health Management Consultant and Wellmark Account Manager will speak at the meetings, along with the wellness committee chairperson, if possible. 90% employee participation is required.
- Form a wellness committee (volunteer or appointed), if one is not already established, that will meet at least 4 times per year to plan and implement wellness programming. The committee will promote wellness activities, as well as other wellness-focused programs ISAC provides, such as Disease Management, Pregnancy Care, and Personal Health Assistant 24/7. The Health Management Consultant will provide each county with the tools and materials needed to promote these programs.
- Include at least one Supervisor to support the wellness initiative by holding an active role in the wellness committee and allowing employees time to participate in wellness programs. County leaders are encouraged to be an example to employees by participating in programs themselves.
- Provide at least 2 wellness programs approved by ISAC that adhere to the program guidelines established in the most current version of the ISAC Wellness Guidelines. The wellness programs will be planned by the county wellness committee with the assistance of the Health Management Consultant. Approved programs will spend the \$30 per contract wellness funds toward creating positive behavior change in the county employees. Examples include but are not limited to incentives for participation in an approved program, onsite behavior change programs (i.e. Weight Watchers), walking programs, etc.
- Encourage employees to get an annual physical and complete the Wellness Assessment in 2011. To receive the rate reduction, in addition to completing the above, the county must have at minimum 50% of their employees complete an annual physical with their physician and the Wellness Assessment in 2011.

COLLABORATION

ISAC is committed to creating a culture of health and wellness at all ISAC counties. ISAC will work with the counties to identify and address its employee health risks through the proposed engagement. We look forward to collaborating with you to promote wellness programs, and welcome any information that you can provide to help us better understand and meet your wellness needs.

AGREEMENT

ISAC and the participating county have caused this agreement to be executed as of January 1, 2011. The undersigned hereby consent to render services accordingly:

_____ County elects to participate in the program detailed above.

_____ County elects NOT to participate in the program detailed above; understanding that the county will no longer receive the \$30/contract for wellness program funding.



William R. Peterson, Executive Director
Iowa State Association of Counties

Date

Chairperson, Board of Supervisors

Date